

2025
Disclosures in accordance
with Art. 964b et seq.

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The following sections comprise the report on non-financial matters in accordance with Art. 964b et seq. of the Swiss Code of Obligations. The vote on the report at the Annual General Meeting is limited to the content of these sections.

The Board of Directors acknowledges responsibilities and have approved and signed off the report with regards to the accountability of the Art. 964a et seq. of the Swiss Code of Obligations.



Calvin Grieder Chairman Board of Directors



Victor Balli Chairman, Audit Committee

Ingrid Deltenre Vice-Chairwoman

Louie D'Amico Director

Sophie Gasperment Director

Roberto Guidetti Director

Tom Knutzen Director

Melanie Maas-Brunner Director

Non-financial matters	Disclosure	Disclosure location
Business model	Description of Givaudan's business model	↘ pp 58–59
Environmental matters	Policies adopted	↘ pp 103, 113, 119
	Measures taken	↘ pp 66, 83, 86–88, 90–94, 103–104, 115–117, 118, 128
	Risks related	↘ pp 64, 69, 79
	Performance indicators	↘ pp 80–81, 87, 91
Social issues	Policies adopted	↘ pp 132, 141, 148
	Measures taken	↘ pp 149, 151
	Risks related	↘ pp 69, 130
	Performance indicators	↘ pp 131, 152, 154
Employee-related issues	Policies adopted	↘ p 141
	Measures taken	↘ pp 142–147
	Risks related	↘ pp 63, 69, 130, 147
	Performance indicators	↘ pp 145, 146, 147
Respect for human rights	Policies adopted	↘ p 132
	Measures taken	↘ pp 133–139
	Risks related	↘ pp 69, 130
	Performance indicators	↘ pp 134, 135, 137
Combating corruption	Policies adopted	↘ p 172
	Measures taken	↘ pp 173, 174
	Risks related	↘ pp 69, 160
	Performance indicators	↘ p 174

Sections regarding the Report on minerals and metals from conflict affected areas and child labour pursuant to Art. 964j et seq.:

Due Diligence applied on minerals and metals ↘ pp 177–181

Due Diligence applied on child labour ↘ pp 135–137